



**MILWAUKEE**  
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# Enhancing Educational Communities and School Climate

**March 12, 2024**

**Dr. Keith P. Posley**  
*Superintendent*



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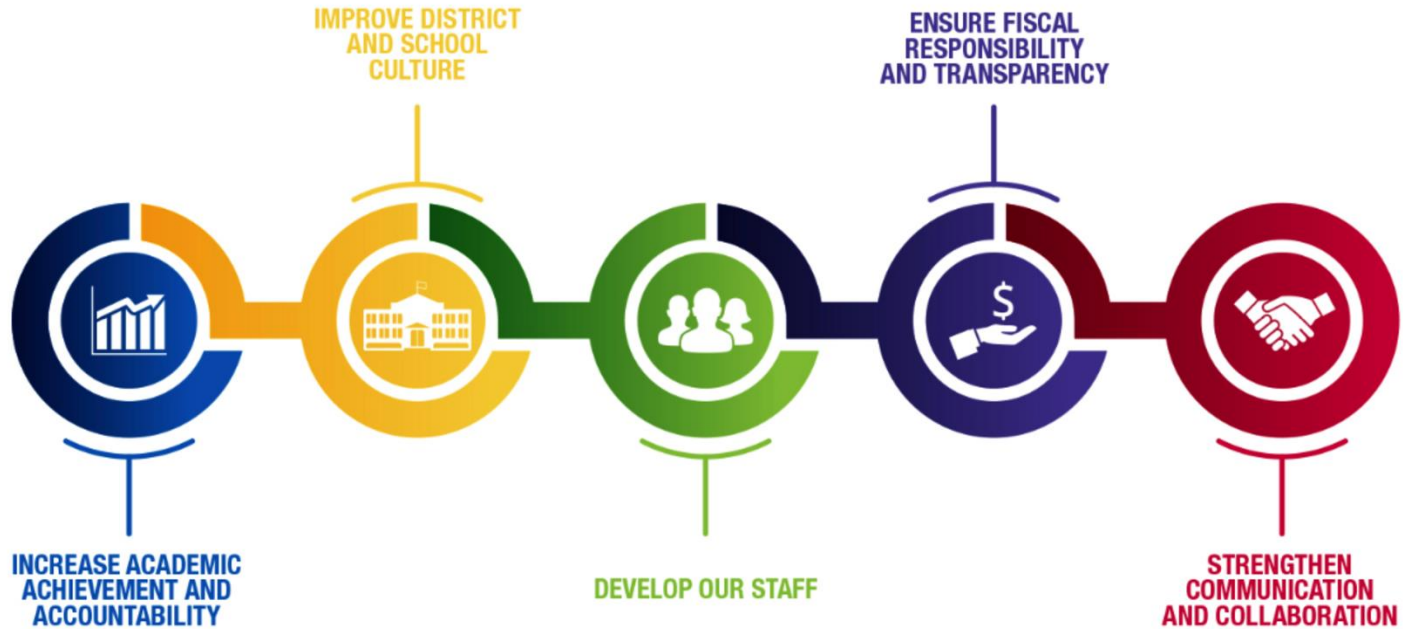
# Enhancing Educational Communities and School Climate

## *Presenters*

Jon Jagemann  
District Discipline Manager

Tiffany Fisher  
Principal  
Roosevelt Middle School

# *Five Priorities for Success*



# 2023-2024 School Year

- Four pathways utilized: PBIS tiered interventions, mental wellness, antiracism & antibias, and restorative practices
- School teams of PBIS Tier 1, building intervention team (BIT), and student discipline committee
- Focus on proactive approaches, systems, and strategies

# PBIS Tiered Interventions

- Professional development on facilitator training and documenting interventions
- Classroom walkthrough tool collecting data for the Continuous School Improvement Plan (SIP)
- Tiered Fidelity Inventory (TFI)

# Mental Wellness

- Increasing fidelity of Second Step implementation
- Comprehensive mental wellness activities
- Proactive classroom management strategies
- Compassion Resilience for school leaders
- Historical trauma professional development
- Educators Talk Trauma and Educators Talk Compassion Resilience series

# Restorative Practices

- Meetings with exploration schools and coaching site schools
- School administrator session on bringing elements of restorative leadership into their schools
- Day two of Cultivating a Restorative Mindset and Environment created
- Restorative practices certification through MPS Learning Management System

# Antiracism and Antibias

- Strategies of mindfulness, brain breaks shared
- Best practice on utilizing validate/affirm & build/bridge from Sharroky Hollie
- Student Discipline Committees mid-year themes
- April Student Leadership Summit



# Courageous Conversations

- Completion of phase one
- 132 total sessions held
- Over 9,200 total staff members have attended
- Integrated into New Educator Institute

Timeline	Sessions
March 2021 - July 2021	17
August 2021 - July 2022	31
August 2022 - June 2023	45
August 2023 -February 2024	39
All Time	132

# Courageous Conversations

- 2023 Grace Lee Boggs Partnership Award
- Internal capacity with six internal facilitators
- Data guide, self-assessment rubric, district signage and posters of protocols

Statement	% Agree/Strongly Agree
Increased passion in addressing racial equity	89.1%
Increased persistence in racial equity	89.0%
Increased knowledge on holding conversations	88.3%
Greater knowledge of personal racial autobiography	85.4%
Understand how to continue their journey	89.1%

# Courageous Conversations about Race

In all my years of teaching , this is absolutely the best professional development class I have ever attended.

This meeting allowed me to really think about myself and those around me. It made me think, feel, believe, and want to do something. I was enlightened by this experience.

This was the best PD I have ever experienced. I feel it is so important for everyone, especially in racially segregated Milwaukee County, to think about these topics and learn to be uncomfortable.

Thank you for having these difficult conversations, there is certainly more work to do but this is a great start.

This was a very interesting course. It gave me different ways to think about race and how I can make a difference in understanding others better.

Thank you. This exceeded my expectations. Very good use of time.

# Resolution 1920-R 005

- Phase one of Courageous Conversations about Race completed
- School-based climate equity liaisons
- Strategic planning alignment worksheet
- School-based self-reflection rubric
- Additional seminars including Beyond Diversity offered
- Courageous Conversations about Race Practitioners
- Networking opportunities

# Next Steps

- April Student Leadership Summit
- *Beyond Diversity* seminars in May and June
- Additional refreshers and advanced seminars
- Phase two of Courageous Conversations about Race integration
- Networking opportunities
- Classroom climate and culture professional development opportunities

# Roosevelt Middle School

- 302 students enrolled
- Principal Tiffany Fisher
- Student demographics: 89% Black, 4.0% Hispanic/Latino, 4% multiple races, 3% other races
- Suspensions down 58 year to date
- Fighting down 40 and disorderly conduct down 33



# Roosevelt Middle School

- 3 tiered approach to infractions: ability, desire and opportunity
- Scheduled restorative circles twice a week within all home base classrooms
- Violence Free Zone - Running Rebels
- Systems, systems, systems
- Students move as a cohort in an escort system
- Buddy classroom system

# Roosevelt Middle School

- Re-entry plan including a restorative conversation documented
- Sensory brain breaks scheduled within the day
- Offering arts including drumline, jazz, piano, guitar, shoe design, theater, music, stained glass, pottery, and others
- Responding to tobacco/vape use with six sessions with school support staff instead of suspension
- Zen Dens at each grade level
- Acknowledgement and celebrations





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**Thank  
You!**